

16 May 2023

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

REF: OIA-12566

Dear [REDACTED]

**Request made under the Official Information Act 1982**

Thank you for your email of 1 May 2023 requesting the following information under the Official Information Act 1982 (the Act):

*We request the following information:*

- *For 2020/21, 2021/22 and 2022/23 (to date) broken down by year please provide:*
  - *Staff sickness absence figures for each team in your Department. Also detail each team's average sickness days against departmental sickness targets.*
- *For 2020/21, 2021/22 and 2022/23 (to date) broken down by year please provide:*
  - *Number of resignations within each team. If you do not collate resignation figures for each department please provide figures for the Department as a whole.*

The business groups ("teams") at Waka Kotahi have changed over the period specified. We have mapped these as much as possible to our current business group structure and names, but some smaller, newer or closed business groups have been grouped together as "Other" in this response.

Waka Kotahi does not have "sickness targets". Our people are encouraged to take sick leave when unwell, especially during the COVID-19 event. Our people are entitled to 10-15 paid sick days per year and can build up a balance of unused paid sick days over time. Therefore, I must refuse this part of your request under section 18(e) of the Act as the document alleged to contain the information requested does not exist or, despite reasonable efforts to locate it, cannot be found.

Business Group	Average Sick Leave Taken (Days)			Headcount Resignations		
	2020/21	2021/22	2022/23 *	2020/21	2021/22	2022/23 *
Commercial and Corporate	6.8	5.2	3.9	49	75	61
Pūmanawa Tāngata   People and Safety	6.0	5.5	4.8	9	32	33
Te Aukaha   Digital Transformation	4.4	5.9	4.5	27	51	36
Te Roopu Waeture   Regulatory	11.6	10.4	4.6	55	105	41
Te Waka Kōtuia   Engagement and Partnerships	5.2	5.0	3.6	17	26	37
Transport Services	4.2	4.9	3.8	45	96	73
Other	5.9	4.3	6.3	5	4	64

\* Information for 2022/23 is for the period 1 July 2022 to 28 February 2023.

To provide context, Te Roopu Waeture | Regulatory had higher levels of recorded average sick leave taken than other business groups within Waka Kotahi over the 2020/21 and 2021/22 financial years. This group contains the contact centres which traditionally experience higher levels of sick leave taken, and which was exacerbated during the main COVID-19 period.

Further information can be found in our Select Committee responses:

[2020/21 Annual review of Waka Kotahi NZ Transport Agency](#) – Questions 83 and 90

[2021/22 Annual review of Waka Kotahi NZ Transport Agency](#) – Questions 83 and 90

Under section 28 of the Act, you have the right to ask the Ombudsman to review my decision to refuse this request. The contact details for the Ombudsman can be located at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz).

In line with Waka Kotahi policy, this response will soon be published on our website, with personal information removed.

If you would like to discuss this reply with Waka Kotahi, please contact Ministerial Services, by email to [official.correspondence@nzta.govt.nz](mailto:official.correspondence@nzta.govt.nz)

Yours sincerely



**Chris Lokum**  
Group General Manager, People and Safety